



DEPARTMENT OF THE ARMY
WASHINGTON DC 20310

MAR 4 2003



MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Army Knowledge Management Memorandum (AKM) Number 3 - Personnel System Transformation

The Army has made significant progress toward transformation. Previous AKM Memoranda focused on moving to a network-centric, knowledge-based force. This memorandum leverages that success and focuses on Personnel System Transformation.

To support the Objective Force, the Army will create a comprehensive and integrated personnel capability that enables the manning, readiness, and well-being of the Army through transformed systems, programs, policies, and procedures. Personnel Transformation will support this capability by providing a relevant, reliable, and reachable, multi-component personnel system. The Army will implement the Defense Integrated Military Human Resources System (DIMHRS) in the fiscal year (FY) 2004-05 timeframe to perform core joint military personnel and pay functions. The Army will leverage its underlying software to act as our Enterprise Human Resource (eHR) system. Our goal is to reengineer and integrate all military personnel and pay functions under this common software architecture. Civilian personnel and pay functions will be considered for consolidation with DIMHRS in the FY07 timeframe.

The Army System of Systems Architecture-Human Resources (SOSA-HR) database is the repository of record that must be updated to support this effort. HQDA functional proponents and MACOMs must work with the G-1 Personnel Transformation Task Force Office to accomplish the following: (1) Register their legacy personnel systems and all baseline data with the SOSA-HR by March 31, 2003; (2) Submit plans for migrating legacy military personnel systems and functions to the Army eHR approach by June 30, 2003; (3) Conduct a business process review to gain a full understanding of the eHR system capabilities; and (4), Identify ways to reengineer their business processes by July 30, 2003. Within 45 days from the date on this memorandum, the Army G-1 will provide implementing instructions for this memorandum.

We have accomplished much to date. We expect your full support as we collectively execute Personnel System Transformation in support of Army Transformation.

Eric K. Shinseki
General, United States Army
Chief of Staff

Thomas E. White
Secretary of the Army

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